



STRIKE-PROOF YOUR OPERATION

WORKBOOK

STRIKE-PROOF WORKBOOK:

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WELCOME TO STRIKE-PROOF YOUR OPERATION!

Congratulations on your decision to Strike-Proof Your Operation.

Labor unrest at your operation can seem like a matter of chance. Because of this, many employers play the odds—rolling the dice and hoping for the best.

I have bad news: Ignoring the risk won't make it go away. Labor unrest can happen at any operation—and the stakes are high.

Employers who have experienced a strike often look back with regret that they were not more prepared.

You can't afford to wait until a strike happens to think through how you will respond. You need a system that will strike-proof your operation by **lowering your chances of worker unrest** and **mapping out a clear plan** to quickly recover if the worse happens.

That's what **Strike-Proof Your Operation** will do. This video training course will help you understand the dynamics that cause labor unrest, equip you to prevent it, and prepare you to respond with clarity and precision. As you work through the videos and this workbook, you'll build a customized Company Action Plan that will help map out the critical steps to protecting your operation.

Get ready to build a plan that gives you the confidence that worker unrest will not derail your operation.

Thank you for joining us. You'll be glad you did!



Dan Fazio
Executive Director, wafla

00 INTRODUCTION

PRESENTER: TOM DYKSTRA, WAFLA MEMBERSHIP MANAGER

“STRIKE-PROOFING” YOUR OPERATION IS ABOUT CHANGING WORKPLACE CULTURE SO THAT WORKER UNREST BECOMES HIGHLY UNLIKELY; AND TAKING PROACTIVE STEPS NOW TO PROTECT YOUR COMPANY THAT WILL BE VIRTUALLY IMPOSSIBLE IF A LABOR RELATIONS EVENT IS ALREADY UNDERWAY.”

TWO TRAINING THEMES:

1. _____
2. _____

THREE BASIC COMPONENTS:

1. TRAINING VIDEOS

2. STRIKE-PROOF WORKBOOK

- CHAPTERS CORRESPOND TO EACH VIDEO
- OUTCOMES WORKSHEETS
- OUTCOME: “IDENTIFY ONE THING THAT NEEDS TO BE _____ AT YOUR OPERATION.”

3. COMPANY ACTION PLAN BUILDER

- LAST SECTION OF WORKBOOK
- OUTCOMES SUMMARY PAGES
- PROJECT LOG

TIPS FOR SUCCESS

- FORM A “STRIKE-PROOF” TEAM. YOU ARE FREE TO SHARE THE VIDEOS WITHIN YOUR COMPANY.
- SET ASIDE **CONSISTENT DAYS AND TIMES EACH WEEK** TO WORK THROUGH THE TRAINING VIDEOS.
- **COMPLETE EACH CHAPTER IN ONE SITTING** — INCLUDING THE “OUTCOMES WORKSHEET.”

01 BASIC LEGAL FRAMEWORK

PRESENTER: ADAM BELZBERG; PARTNER, STOEL RIVES LLP

MAIN IDEA: THE LAW CREATES THE BOUNDARIES DURING AN ORGANIZING CAMPAIGN.

THE NATIONAL LABOR RELATIONS ACT (NLRA)

- BROADEST FOUNDATION FOR UNION ORGANIZING / LABOR RELATIONS
- AGRICULTURE IS EXEMPT FROM THIS LAW (PACKING/PROCESSING IS NOT)
- (HOWEVER, PRINCIPLES TRANSFER TO FEDERAL AND STATE LAW...)

SECTION 7 – PROTECTED CONCERTED ACTIVITY

- CONCERTED: MORE THAN 1 PERSON, ACTING TOGETHER
- PROTECTED: DEPENDS ON WHAT IT IS...
 - EXAMPLE: CONCERNS ABOUT WORKPLACE SAFETY = PROTECTED
 - EXAMPLE: “MY BOSS IS A SCUMBAG.” = NOT PROTECTED
- SECTION 7 MATTERS BECAUSE IT TRANSFERS TO STATE LAW

WASHINGTON’S LITTLE NORRIS LAGUARDIA ACT (RCW 49.32.020)

- EMPLOYEES IN WA (ALL INDUSTRIES) HAVE THE RIGHT TO ENGAGE IN PROTECTED CONCERTED ACTIVITY
- RCW 49.32.020 ESSENTIALLY ADOPTS SECTION 7 (NLRA)
- PAY ATTENTION TO COLLECTIVE TERMS/PHRASES LIKE “WE”

DO UNION ORGANIZERS HAVE LEGAL ACCESS TO MY PROPERTY?

- ORGANIZERS HAVE THE RIGHT TO VISIT HOUSING, BUT MUST ABIDE BY YOUR POLICIES.
- YOU CAN REQUIRE ALL VISITORS TO CHECK IN. BE SURE TO POST PROPER SIGNAGE.
- YOU CAN PROHIBIT VISITORS FROM NON-PUBLIC AREAS.
- ADOPT AN ANTI-SOLICITATION POLICY THAT APPLIES EQUALLY TO UNIONS AND THE BURRITO TRUCK.

BONUS: ARE THERE DIFFERENT RULES FOR HOUSING EVEN IF I OWN IT?

- YES. WORKERS HAVE THE RIGHT TO INVITE GUESTS – INCLUDING UNION PEOPLE.
- YOU CAN STILL REQUIRE VISITORS TO CHECK IN.

01 BASIC LEGAL FRAMEWORK

TEAM DISCUSSION PRIMER:

1. WHAT STRIKES YOU AS THE BIGGEST VULNERABILITY TO YOUR OPERATION RIGHT NOW?

2. (IF YOU OPERATE HOUSING) HOW CAN YOU IMPROVE/STRENGTHEN YOUR ANTI-SOLICITATION POLICY? DO YOU HAVE ONE?

OUTCOMES WORKSHEET 1.0

BASED ON WHAT YOU LEARNED IN THIS CHAPTER, IDENTIFY AT LEAST ONE “OUTCOME” YOU WANT FOR YOUR COMPANY. IN OTHER WORDS, PICTURE YOUR OPERATION IN A STRONGER/HEALTHIER POSITION THAN IT IS TODAY AND DESCRIBE WHAT THAT LOOKS LIKE. • THEN BRAINSTORM AND LIST A FEW ACTION STEPS THAT WILL HELP YOU ACHIEVE THE DESIRED OUTCOME. • NOW IS NOT THE TIME TO PLAN IT ALL OUT. FOR NOW, JUST MAKE NOTE OF ANY IDEAS THAT COME TO MIND. • AT THE END OF THE TRAINING, YOU’LL TRANSFER THESE OUTCOMES INTO THE COMPANY ACTION PLAN BUILDER SECTION ON PAGE 61.



SAMPLE OUTCOME FOR CHAPTER 01: “ALL OF OUR HOUSING POLICIES ARE UPDATED AND CLEARLY COMMUNICATED TO WORKERS AND VISITORS.”

OUTCOME >>

POSSIBLE ACTION STEPS:

OUTCOME >>

POSSIBLE ACTION STEPS:

END OF PREVIEW

[PURCHASE "STRIKE PROOF YOUR OPERATION" HERE](#)